



WILLIAM T FUJIOKA  
Chief Executive Officer

## County of Los Angeles CHIEF EXECUTIVE OFFICE

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July 1, 2008

The Honorable Board of Supervisors  
County of Los Angeles  
383 Kenneth Hahn Hall of Administration  
500 West Temple Street  
Los Angeles, CA 90012

Dear Supervisors:

### **COUNTYWIDE CLASSIFICATION ACTIONS (ALL DISTRICTS) (3 VOTES)**

#### **SUBJECT**

This letter will update the County Classification Plan and departmental staffing provisions to add an unclassified position, to make salary changes, and to reflect position reclassifications in various County departments, bonus pay provision changes, and technical corrections.

#### **IT IS RECOMMENDED THAT YOUR BOARD:**

Approve the accompanying ordinance amending Title 6, Salaries, of the County Code to add one (1) unclassified position designated for the Public Library, to change the salaries of three (3) non-represented classes in the Fire Department, to reclassify 72 positions to implement the results of various classification studies, to amend a bonus provision, and to make technical corrections.

## **PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION**

Your Board of Supervisors (Board) has requested submission of classification letters on a periodic basis throughout the year to facilitate consideration of classification recommendations in a timely manner. Approval of these recommendations will provide the ordinance authority for County departments to implement the classification recommendations in this letter.

These recommendations will ensure the proper classification and compensation of positions based upon the duties and responsibilities assigned to these jobs as performed by the incumbents (Attachments A, B, and C). This is a primary goal of the County's classification system, and a means for the appropriate classification and compensation of the County workforce. Positions reclassified upward, downward, and laterally are consistent with the class concepts of the proposed classifications. These actions are recommended based upon accepted principles of classification, and are important in addressing departmental operational needs and in maintaining consistency in personnel practices throughout the County. The proper classification and compensation of positions and employees facilitates good business operations, and can reduce the number of costly personnel-related problems.

## **Implementation of Strategic Plan Goals**

Approval of the accompanying ordinance will further the County Strategic Plan, Workforce Excellence and Organization Effectiveness Goals, to improve the quality of the workforce, to achieve departmental operational needs, and to maintain consistency in personnel practices throughout the County.

## **New Unclassified Position**

In conjunction with a position reclassification (Attachment B), we are establishing the position of Assistant Director, Public Services, Library (UC) to direct the Public Services Division, the largest division in the Public Library (Attachment A). The salary for the new position (R14) recognizes the increased scope of responsibilities and provides an appropriate salary differential with respect to the other management positions within the organization. Establishment of this unclassified position also reflects the continuing implementation of Measure A and the revised Management Appraisal and Performance Plan (MAPP). As you may recall, Measure A removed chief deputies and those next in line to the chief deputies from classified service. The nature of work assigned and the organizational structure fully support the change in status to the unclassified service.

### Salary Changes

We are recommending salary changes for three non-represented (3) Fire Department classifications (Attachment A). The proposed salary changes for the Fire Prevention Engineer, Head Fire Dispatcher, and Head Fire Prevention Engineer extend the same bonus provisions and equity pay increases negotiated for classes in Bargaining Units 603 (Fire Specialists) and 604 (Supervising Fire Specialists). The specific provisions included reflect additional half steps, the Emergency Medical Dispatch certification bonus, standby pay, and equity pay increases.

### Reclassifications

Based upon individual position studies, we recommend that 59 positions in five (5) departments be reclassified (Attachment B). The duties and responsibilities assigned to these positions have changed since the original allocations were made. The positions would be more appropriately classified to the recommended classes.

In addition, we have completed a countywide occupational study of positions assigned to perform Return-to-Work duties (Attachment C). There have been significant technical changes to the reporting requirements for Workers' Compensation cases meetings. In addition, the timeframes for issuing Permanent and Stationary findings—and identifying reasonable accommodation placement for injured employees has decreased. These technical and timeframe changes have significantly increased in the volume of open Return-to-Work cases. Therefore, we recommend that 13 positions in eight (8) departments be reclassified to classes in the Departmental Personnel Technician group to recognize the changes in the duties and responsibilities of these positions. This will provide more flexibility to departments to perform the technical duties, and to complete the current workload of open Return-to-Work cases in a timely manner.

### Fitness for Life Pay

We recommend that the three (3) percent Fitness for Life bonus and program requirements applicable to represented and non-represented safety lifeguard employees in the Fire Department and Department of Parks and Recreation be extended to include the Chief Lake Lifeguard classification.

### Technical Corrections

We are making several technical corrections to the New Physician Pay Plan adopted by your Board on May 27, 2008 (Attachment A). These corrections include adding a salary note that was inadvertently omitted, correcting salary rates and applicable notes for the new and existing physician classes, and amending medical specialty code designations for use in the Countywide Timekeeping Payroll Processing System (CWTAPPS).

The salary for the Hazardous Material Control Manager, Fire is also being corrected to provide two (2) half-step (2.75 percent) increases which were provided to most non-represented classes and which were inadvertently omitted for this classification.

### **FISCAL IMPACT/FINANCING**

The projected budgeted cost resulting from these actions is estimated to total \$436,098 (all funds). Net County cost is estimated to be \$312,759. Of this total, the Return-to-Work costs are estimated to total \$127,839 with net County cost totaling \$83,280.

The projected budgeted cost resulting from the recommended salary changes for the Fire Department classifications noted earlier is estimated to total \$54,095 (all funds). There is no net County cost associated with these salary changes. Cost increases associated with the upward, downward, lateral reclassification actions, and salary changes will be absorbed within the Board's adopted budget for each affected department. No additional funding is required.

### **FACTS AND PROVISIONS/LEGAL REQUIREMENTS**

The County Charter authorizes the establishment and maintenance of "a classification plan and the classification of all positions." This responsibility is further delineated in Civil Service Rule 5.

Appropriate consultations have been conducted with the impacted employee organizations regarding the recommended classification actions. The accompanying ordinance implementing amendments to Title 6, Salaries, of the County Code has been approved as to form by County Counsel.

The Honorable Board of Supervisors  
July 1, 2008  
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**IMPACT ON CURRENT SERVICES (OR PROJECTS)**

Your approval of these classification recommendations will enhance the operational effectiveness of the departments through proper classification and compensation of positions and employees.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'WTF', followed by a stylized flourish.

WILLIAM T FUJIOKA  
Chief Executive Officer

WTF:DIL:WGL  
PHG:VMH:KP:mst

Attachments (3)

c: Director of Personnel  
Executive Officer, Board of Supervisors  
County Counsel  
Auditor-Controller  
Affected Departments

# ATTACHMENT A

## UNCLASSIFIED POSITION RECOMMENDED FOR ADDITION TO THE CLASSIFICATION PLAN

Proposed Savings/ Cafeteria Benefit Plan	Item No.	Title	Salary Schedule & Level
Savings/ Megaflex	8361	Assistant Director, Public Services, Library (UC)	N23 R14

## NON-REPRESENTED CLASSES RECOMMENDED FOR SALARY CHANGE

Item No.	Title	Current Salary	Recommended Salary
3780	Fire Prevention Engineer	08/01/2007 92B 08/01/2008 93C	07/01/2007 NN 91A 08/01/2007 NN 92B 01/01/2008 NN 94B 07/01/2008 NM 94B 08/01/2008 NM 95C
2437	Head Fire Dispatcher	08/01/2007 85K 08/01/2008 86L	07/01/2007 NN 84J 08/01/2007 NN 85K 07/01/2008 NM 85K 08/01/2008 NM 86L
3784	Head Fire Prevention Engineer	08/01/2007 98B 08/01/2008 99C	07/01/2007 NN 97A 08/01/2007 NN 98B 01/01/2008 NN 100B 07/01/2008 NM 100B 08/01/2008 NM 101C

## TECHNICAL CORRECTIONS

### New Physician Pay Plan Salary Corrections

Item No.	Title	Current Salary	Recommended Salary
4563	Deputy Director, MD, Public Health Programs	01/01/2008 N19 E26 01/01/2009 N19 E26	01/01/2008 N42 E26 01/01/2009 N42 E26
5489	Deputy Director, MD, Mental Health (UC)	01/01/2008 N19 E24 01/01/2009 N19 E24	01/01/2008 N42 E24 01/01/2009 N42 E24
5474	Physician, MD (Non Megaflex)	01/01/2008 N42 D02 01/01/2009 N42 D02	01/01/2008 N43 D02 01/01/2009 N43 D02
5476	Physician Specialist (Non Mega Flex)	01/01/2008 N42 01/01/2009 N42	01/01/2008 N43 01/01/2009 N43
4737	Supervising Mental Health Psychiatrist	01/01/2008 N42 01/01/2009 N42	01/01/2008 N42 E15 01/01/2009 N42 E15

### Fire Department Salary Corrections

Item No.	Title	Current Salary	Recommended Salary
4406	Hazardous Material Control Manager, Fire	08/01/2007 NW 101K 08/01/2008 NW 102 L	07/01/2007 NNW 100J 08/01/2007 NNW 101K 07/01/2008 NMW 101K 08/01/2008 NMW 102L

## ATTACHMENT B

### RECOMMENDATIONS FOR POSITION RECLASSIFICATION

#### DEPARTMENT OF HEALTH SERVICES - ADMINISTRATION

Number of Positions	Present Classification and Salary	Classification Findings and Salary
1	Information Systems Analyst I NM 88E Represented	Information Technology Technical Support Analyst II NM 86E Represented

The subject position is assigned to the Emergency Medical Services (EMS) Agency in the Information Systems Division, and reports to a Senior Emergency Medical Systems Program Head. Its primary function is to resolve major hardware and software problems related to desktop, networks, and applications for EMS staff. Duties include installing personal computers and participating in upgrade projects. This position also installs, configures, and maintains a variety of hardware software and peripheral equipment (e.g., wireless devices, Blackberry cell phones).

The duties assigned to this position meet the classification standard of an Information Technology Technical Support Analyst II which performs a wide variety of information technology support duties following established procedures for hardware and software installation and repair. Therefore, we recommend downward reclassification to Information Technology Technical Support Analyst II.



## INTERNAL SERVICES DEPARTMENT

<b>Number of Positions</b>	<b>Present Classification and Salary</b>	<b>Classification Findings and Salary</b>
1	Intermediate Clerk NMV 60K Represented	Intermediate Typist-Clerk NMV 61J Represented

The subject position reports to a Section Manager, Radio Shop Maintenance in the Radio Shop Maintenance Section. Its primary assignment is to enter data into the department's customized databases used to track and maintain information related to equipment serviced by Radio Systems Division Technicians.

The extensive keyboarding and accuracy required to perform the proposed data entry duties are consistent with the Intermediate Typist-Clerk class concept to perform skilled typing and specialized clerical work. Therefore, we recommend upward reclassification to Intermediate Typist-Clerk.

## DEPARTMENT OF MENTAL HEALTH

<b>Number of Positions</b>	<b>Present Classification and Salary</b>	<b>Classification Findings and Salary</b>
1	Medical Case Worker II NM 77C Represented	Senior Departmental Personnel Assistant NM 78E Non-Represented
1	Mental Health Analyst II NM 94C Non-Represented	Mental Health Analyst III NM 100B Non-Represented

The subject Medical Case Worker II position is assigned to the Employee Processing and Payroll Section of the Human Resources Bureau, and reports to a Senior Departmental Personnel Technician. It functions as the department's benefits, wellness, and volunteer coordinator. The specific duties performed in conjunction with this assignment includes utilizing the benefits database to track employee benefit status; organizing wellness activities; distributing employee benefits information; evaluating volunteer workers' requests to ensure compliance with the County's volunteer program, and contacting prospective volunteers regarding assignments; conducting pre-appointment activities including Live Scan fingerprinting, and taking identification photos; and responding to routine inquiries regarding Memorandum of Understanding (MOU) provisions, Civil Service Rules, and department policies and procedures.

The scope of duties performed requires analysis of human resources issues of varying levels of difficulty. As such, it meets the class definition of the Senior Departmental Personnel Assistant which assists technical human resources staff in carrying out the personnel program of a County department. Therefore, we recommend that the position be reclassified upward to Senior Departmental Personnel Assistant.

The subject Mental Health Analyst II position reports to a Chief, Mental Health Programs Evaluation, and is assigned to the Clinical Operations Unit of the Program Support Bureau Compliance Program Office (CPO). The CPO is responsible for department-wide implementation of the Federal Office of Inspector General standards for ethical, legal, and professional practices relevant to health care programs that are administered using federal funds. Specifically, the subject position oversees investigations of illegal and unethical conduct allegations and complaints; formulates and implements corrective action plans for substantiated claims; and provides clinical practice training to departmental and contracted staff regarding departmental policies and procedures.

The current duties and responsibilities are consistent with the Mental Health Analyst III, a class which is allocable to a large service area or a centralized program services office. It may supervise lower-level Mental Health Analysts and office support staff performing assignments in conjunction with program development, implementation, and analysis. Therefore, we recommend upward reclassification of this position to Mental Health Analyst III.

## PUBLIC LIBRARY

<b>Number of Positions</b>	<b>Present Classification and Salary</b>	<b>Classification Findings and Salary</b>
1	Chief, Public Services, Library N23 S13 Non-Represented	Assistant Director, Public Services, Library (UC) (new classification) N23 R14 Non-Represented

The subject Chief, Public Services, Library position is assigned to the Public Services Division which is the largest division in the department. It reports to the Chief Deputy, and oversees the daily operations of all the department libraries (84) and bookmobiles (4), the outreach program, and strategic development and the supervision of more than 70 percent of the assigned division personnel. The Division now includes adult services, collection development, professional training, literacy and volunteers, children's and teen's programs, internet programs, and institutional services (e.g., Juvenile Hall services). On occasion, the position may also represent the department director and the Chief Deputy at public and political events. As referenced earlier in this letter, we are establishing the new class of Assistant Director, Public Services, Library (UC) at the level of R14 to more accurately reflect the expanded scope and increased accountability of the position and its placement within the department's organizational structure. We recommend that this position be reclassified upward to this new position.

## SHERIFF'S DEPARTMENT

Number of Positions	Present Classification and Salary	Classification Findings and Salary
<b>Administration</b>		
7	Payroll Clerk II NMV 70D Represented	Assistant Supervising Payroll Clerk NMV 71D Represented
21	Senior Clerk NMV 65D Represented	Payroll Clerk II NMV 70D Represented
25	Senior Clerk NMV 65D Represented	Payroll Clerk I NMV 67D Represented
<b>Custody</b>		
1	Administrative Services Manager III NM 105A Non-Represented	Assistant Director, Bureau Operations, Sheriff N23 S12 Non-Represented

The subject Payroll Clerk II and Senior Clerk positions report to a Supervising Payroll Clerk II, and are assigned to the department's Pay and Leave Management Section.

The Payroll Clerk II positions function as lead departmental payroll clerks in a 24/7 complex payroll operation characterized by the application of payroll provisions included in several Memoranda of Understanding (MOU) and/or County Code provisions. The positions assist the Supervising Payroll Clerk II by resolving the more difficult and complex payroll problems and assignments; processing and certifying the accuracy of the payroll, coordinating section work schedules; training or assisting in the training of new employees; and serving as a liaison with other County departments regarding payroll matters.

The duties of the Payroll Clerk II positions meet the definition for Assistant Supervising Payroll Clerk, a class which acts as a direct assistant to the supervisor of the payroll section in a large County department payroll operation. Therefore, upward reclassifications are recommended.

The 21 Senior Clerk positions noted above utilize their knowledge of applicable payroll provisions in the County Code, the County Payroll Manual, the Interpretive Manual, and applicable MOU to perform the more difficult and specialized payroll assignments. These assignments include processing employee restorations from discharges, calculating and drafting overpayment and underpayment letters, and resolving Family Medical Leave Act (FMLA) and Workers' Compensation payment issues. In addition, the subject positions serve as liaisons with the County's third-party administrator, the Chief Executive Office, the Department of Human Resources, and the Auditor-Controller's Office regarding Worker's Compensation and other payroll matters.

The duties of these Senior Clerk positions meet the definition for Payroll Clerk II, a class which has full responsibility for, or processes the payroll for a segment of a complex County departmental payroll operation, or performs the more difficult and specialized payroll assignments. Therefore, we recommend upward reclassifications.

The remaining 25 Senior Clerk positions verify daily and weekly time cards and source documents to ensure that they are accurate and complete, and enter the data into the Countywide Timekeeping and Payroll Personnel System (CWTAPPS). The positions also prepare various reports such as Excess Leave Balance Reports and Union Hall Employee Payment Reports, process adjustment timerolls and mileage claims, and enter shift differential bonuses. The positions do not perform the more complex assignments associated with the higher-level Payroll Clerk II class.

The duties of these Senior Clerk positions meet the definition for Payroll Clerk I, a class which processes the payroll for a segment of a County departmental payroll operation utilizing CWTAPPS. Therefore, we recommend upward reclassifications.

The Administrative Services Manager III position reports to a Director, Bureau Operations, Sheriff, and is assigned as a Unit Commander over the Community Transition Unit (CTU) in the Bureau of Offender Programs, Correctional Services Division. The CTU was established to reduce the recidivism of inmates, and to address issues related to the successful re-entry of this population back into the community. The subject position supervises the CTU staff including Sergeants (4) and civilians (22), and oversees the Unit's activities which include providing case management services to inmates (e.g., housing/shelter, welfare benefits, veteran's benefits, child support services, medical/mental health services). In addition, the subject position plays a critical role in developing community partnerships, obtaining services, developing assessment tools to ensure that inmates are linked with needed services, and addressing issues created by other agencies and elected officials.

Based upon the class concept and definition, the position's current duties and scope of responsibility meet the allocation criteria for upward reclassification to the Assistant Director, Bureau Operations, Sheriff. Positions allocable to this class function as a director of a highly specialized unit. Therefore, we recommend upward reclassification to Assistant Director, Bureau Operations, Sheriff.

## ATTACHMENT C

### RECOMMENDED RECLASSIFICATIONS FOR RETURN-TO-WORK POSITIONS (All positions are "A")

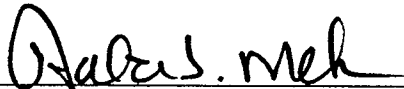
Department	No of Pos.	Present Classification	Classification Findings
Animal Care and Control	1	Senior Departmental Personnel Assistant (NM 78E) Non-Represented	Senior Departmental Personnel Technician (NM 89C) Non-Represented
Child Support Services	1	Senior Departmental Personnel Assistant (NM 78E) Non-Represented	Departmental Personnel Technician (NM 85C) Non-Represented
Children and Family Services	1	Administrative Services Manager I (NM 92B) Non-Represented	Head Departmental Personnel Technician (NM 93C) Non-Represented
	2	Administrative Services Manager I (NM 92B) Non-Represented	Senior Departmental Personnel Technician (NM 89C) Non-Represented
	1	Senior Departmental Personnel Assistant (NM 78E) Non-Represented	Departmental Personnel Technician (NM 85C) Non-Represented
	1	Departmental Personnel Assistant (NM 68H) Represented	Departmental Personnel Technician (NM 85C) Non-Represented
Coroner	1	Administrative Assistant II (NM 80J) Represented	Senior Departmental Personnel Technician (NM 89C) Non-Represented
Internal Services Department	1	Administrative Assistant II (NM 80J) Represented	Departmental Personnel Technician (NM 85C) Non-Represented
	1	Senior Departmental Personnel Assistant (NM 78E) Non-Represented	Departmental Personnel Technician (NM 85C) Non-Represented
Park and Recreation	1	Senior Departmental Personnel Assistant (NM 78E) Non-Represented	Departmental Personnel Technician (NM 85C) Non-Represented
Public Social Services	1	Administrative Services Manager I (NM 92B) Non-Represented	Senior Departmental Personnel Technician (NM 89C) Non-Represented
Public Works	1	Departmental Personnel Assistant (NM 68H) Represented	Departmental Personnel Technician (NM 85C) Non-Represented
<b>Total</b>	<b>13</b>		

## ANALYSIS

This ordinance amends Title 6 - Salaries, of the Los Angeles County Code by:

- Amending various portions of Section 6.08, Part 4 (New Physician Pay Plan) to make technical corrections;
- Adding and establishing the salary for one (1) position in the unclassified service;
- Changing or correcting the salaries of 9 (nine) non-represented employee classifications;
- Amending Section 6.28.050-25 (Notes to Section 6.28.050) to add a salary note applicable to the New Physician Pay Plan;
- Amending Section 6.76.020 (Fire Department – Additional information) to add various bonus pay provisions;
- Amending Section 6.94.020 (G) (Department of Parks and Recreation – Additional information) regarding the Fitness for Life Pay provisions; and
- Adding, deleting, and/or changing certain classifications and numbers of ordinance positions in the departments of Animal Care and Control, Child Support, Children and Family Services, Coroner, Health Services, Internal Services, Mental Health, Parks and Recreation, Public Library, Public Social Services, Public Works, and Sheriff.

RAYMOND G. FORTNER, JR.  
County Counsel

By:   
HALVOR S. MELOM  
Principal Deputy County Counsel  
Labor & Employment Division

HSM:asv

Requested: 04/29/08  
Revised: 06/13/08

**ORDINANCE NO. \_\_\_\_\_**

An ordinance amending Title 6 - Salaries, of the Los Angeles County Code relating to the addition, deletion, and/or changing of certain classifications and number of ordinance positions in various departments to implement the findings of classification studies, to amend pay provisions, and to make technical corrections.

The Board of Supervisors of the County of Los Angeles ordains as follows:

**SECTION 1.** Section 6.08.425 (New Management Physician Pay Plan – Management physician E pay schedules) is hereby amended to read as follows:

**6.08.425      Management Physician E pay schedules.**

A.     1. Management Physicians (Item Nos. 5456, 5457, and 5458) who currently practice no medical specialty shall be compensated as noted below pursuant to the Management E Schedule currently in effect:

<u>Item Number</u>	<u>Title</u>	<u>Management E Schedule</u>
<u>5456</u>	<u>Senior Physician</u>	<u>E02</u>
<u>5457</u>	<u>Chief Physician I</u>	<u>E03</u>
<u>5458</u>	<u>Chief Physician II</u>	<u>E05</u>

2. Compensation of Physicians: Management Physicians (Item Nos. 5456, 5457, 5458, and 5459) in the following specialties shall be compensated on the indicated schedules of the effective Management E Schedule:



		<b>Medical Specialty</b>	<b>5455 &amp; 5476 Phys. Spec.</b>	<b>5456 Sr. Phys.</b>	<b>5457 Chief Phys. I</b>	<b>5458 Chief Phys. II</b>	<b>5459 Chief Phys. III</b>
01	<u>51</u>	Anesthesiology	D24	E26	E27	E28	E29
02	<u>52</u>	Dermatology	D19	E21	E22	E23	E24
03	<u>53</u>	Emergency Medicine	D17	E19	E20	E21	E22
04	<u>54</u>	Family Practice	D06	E08	E09	E10	E11
05	<u>55</u>	Int Med-General/ Endocrinology	D05	E07	E08	E09	E10
06	<u>56</u>	Int Med-Cardiology (Invasive)	D20	E22	E23	E24	E25
07	<u>57</u>	Int Med-Cardiology (Non- Invasive)	D09	E11	E12	E13	E14
08	<u>58</u>	Int Med-Critical Care	D17	E19	E20	E21	E22
09	<u>59</u>	Int Med-Gastro (Invasive)	D20	E22	E23	E24	E25
10	<u>60</u>	Int Med-Gastro (Non-Invasive)	D05	E07	E08	E09	E10
11	<u>61</u>	Int Med-Hematology/Oncology	D14	E16	E17	E18	E19
12	<u>62</u>	Int Med-Infectious Disease	D05	E07	E08	E09	E10
13	<u>63</u>	Int Med-Nephrology	D08	E10	E11	E12	E13
14	<u>64</u>	Int Med-Pulmonary (Invasive)	D10	E12	E13	E14	E15
15	<u>65</u>	Int Med-Pulmonary (Non- Invasive)	D05	E07	E08	E09	E10
16	<u>66</u>	Int Med-Rheumatology	D05	E07	E08	E09	E10
17	<u>67</u>	Neurology	D05	E07	E08	E09	E10
18	<u>68</u>	Nuclear Medicine	D15	E17	E18	E19	E20
19	<u>69</u>	ObGyn-General	D17	E19	E20	E21	E22
20	<u>70</u>	ObGyn-Gynecologic Oncology	D26	E28	E29	E30	E31
21	<u>71</u>	ObGyn-Maternal/Fetal Medicine	D21	E23	E24	E25	E26
22	<u>72</u>	Otolaryngology	D24	E26	E27	E28	E29
23	<u>73</u>	Pathology	D10	E12	E13	E14	E15
24	<u>74</u>	Pathology-Forensic	D14	E16	E17	E18	E19
25	<u>75</u>	Pediatrics	D04	E06	E07	E08	E09
26	<u>76</u>	Pediatrics - Neonatal/Critical Care	D14	E16	E17	E18	E19
27	<u>77</u>	Physical Medicine and Rehabilitation	D07	E09	E10	E11	E12
28	<u>78</u>	Preventive Medicine	D06	E08	E09	E10	E11
29	<u>79</u>	Psychiatry	D13	E15	E16	E17	E18
30	<u>80</u>	Radiology-General/Diagnostic	D27	E29	E30	E31	E32
31	<u>81</u>	Radiology-Vasc/Int Diagnostic	D30	E32	E33	E34	E35

			5455 & 5476 Phys. Spec.	5456 Sr. Phys.	5457 Chief Phys. I	5458 Chief Phys. II	5459 Chief Phys. III
		Medical Specialty					
32	<u>82</u>	Surgery-Cardio Thoracic	D30	E32	E33	E34	E35
33	<u>83</u>	Surgery-General	D24	E26	E27	E28	E29
34	<u>84</u>	Surgery-Neurological	D30	E32	E33	E34	E35
35	<u>85</u>	Surgery-Ophthalmology	D24	E26	E27	E28	E29
36	<u>86</u>	Surgery-Orthopedics	D30	E32	E33	E34	E35
37	<u>87</u>	Surgery-Pediatric	D30	E32	E33	E34	E35
38	<u>88</u>	Surgery-Plastic	D29	E31	E32	E33	E34
39	<u>89</u>	Surgery-Urologic	D24	E26	E27	E28	E29
40	<u>90</u>	Surgery-Vascular	D29	E31	E32	E33	E34
...							

**SECTION 2.** Section 6.08.455 (New Management Physician Pay Plan – Occasional physician services) is hereby amended to read as follows:

**6.08.455 Occasional physician services.**

A. Beginning on the effective date, a Physician employed as a Clinic Physician, MD (Item No. 5469) or Clinic Physician, MD (Per Session) (Item No. 5468) shall be compensated at the rates shown in the following table. A Physician shall not be compensated as a Clinic Physician, MD (Per Session) (Item No. 5468) at the session rate without prior approval of the department head. In no event shall the aggregate compensation of a Physician provided for in this subsection A exceed the annual compensation limit shown in the following table during any one calendar year.

<b>Effective Date</b>	<b>Clinic Physician, MD (Item No. 5469) Rate for First 90 minutes of Assigned Shift</b>	<b>Clinic Physician, MD (Item No. 5469) Rate for Each Additional Hour of Assigned Shift</b>	<b>Clinic Physician, MD (Item No. 5468) per Session Rate</b>	<b>Annual Compensation Limit</b>
January 1, 2006	\$125	\$63	\$283	\$42,675
October 1, 2006	\$130	\$66	\$294	\$44,382
September 1, 2007	\$169	\$86	\$382	\$55,478
January 1, 2008	\$174	\$89	\$393	\$57,142
January 1, 2009	\$179	\$92	\$405	\$58,856

B. Beginning on the effective date, a Physician employed as a Mental Health Consultant, MD (Item No. 5470) or a Consulting Specialist, MD (Item No. 5471) shall be compensated at the hourly rates shown in the following table, unless the department head has specifically authorized compensation on a per-session basis, in which case the Physician shall be compensated as a Mental Health Consultant, MD (Per Session) (Item No. 5467) or a Consulting Specialist, MD (Per Session) (Item No. 5472) at the session rate shown in the table. In no event shall the aggregate compensation of a Physician provided for in this subsection B exceed the annual compensation limit shown in the following table during any one calendar year.

<b>Effective Date</b>	<b>Hourly Rate for First Hour of Assigned Shift</b>	<b>Hourly Rate for the Second, Third and Fourth Hours of Assigned Shift</b>	<b>Hourly Rate for Fifth Hour of Assigned Shift</b>	<b>Hourly Rate for Each Consecutive Additional Hour of Assigned Shift</b>	<b>Session Rate for Item Nos. 5467 and 5472 Only</b>	<b>Annual Compensation Limit</b>
January 1, 2006	\$125	\$63	\$125	\$63	\$314	\$59,372
October 1, 2006	\$130	\$66	\$130	\$66	\$327	\$61,747
September 1, 2007	\$169	\$86	\$169	\$86	\$425	\$80,274
January 1, 2008	\$174	\$89	\$174	\$89	\$438	\$82,679
January 1, 2009	\$179	\$92	\$179	\$92	\$451	\$85,160

C. Except as provided in subsections A and B of this section, any person employed on a temporary, hourly basis in the class of Physician, MD, Emergency Room (Item No. 5422) who is not on any other county item (except resident Physician or as approved in accordance with Section 6.08.470A) and who is assigned to work in a work area designated as an emergency room by the director of health services shall be compensated at the rate of \$86.52 per hour for all hours worked as a temporary, hourly Physician. Also, any person employed on a regular Physician item, or on an item approved in accordance with Section 6.08.470A, who performs overtime work in such an emergency room shall be compensated at the rate of \$86.52 per hour for all overtime hours worked as a temporary, hourly Physician. If the director of health services finds that there is a shortage of emergency room physicians which threatens the public health or safety, with the approval of the chief executive officer, the director of health services may adjust the foregoing emergency room rate, or establish variable rates, as justified by the nature of the shortage by a percentage not to exceed 50 percent during the period of

the emergency room physician shortage. Effective January 1, 2009, the rate will change to \$89.12 per hour.

...

**SECTION 3.** Section 6.28.050 is hereby amended to add the following class:

ITEM NO.	TITLE	EFFECTIVE DATE	SALARY OR SALARY SCHEDULE AND LEVEL	
<u>8361</u>	<u>ASST DIR,PUBLIC SERV,S,LIBRARY(UC)</u>	<u>                    </u> *	<u>N23</u>	<u>R14</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R14</u>

**SECTION 4.** Section 6.28.050 is hereby amended to change the salaries of the following classes:

ITEM NO.	TITLE	EFFECTIVE DATE	SALARY OR SALARY SCHEDULE AND LEVEL	
3780	FIRE PREVENTION ENGINEER	01/01/2006		89G
		10/01/2006		91A
		<del>08/01/2007</del>		<del>92B</del>
		<del>08/01/2008</del>		<del>93C</del>
		<u>07/01/2007</u>	<u>NN</u>	<u>91A</u>
		<u>08/01/2007</u>	<u>NN</u>	<u>92B</u>
		<u>01/01/2008</u>	<u>NN</u>	<u>94B</u>
		<u>07/01/2008</u>	<u>NM</u>	<u>94B</u>
		<u>08/01/2008</u>	<u>NM</u>	<u>95C</u>
4406	HAZARDOUS MATERIAL CONTROL MGR,FIRE	01/01/2006	NW	99D
		10/01/2006	NW	100J
		<u>07/01/2007</u>	<u>NNW</u>	<u>100J</u>
		<del>08/01/2007</del>	<del>NW-NNW</del>	<del>101K</del>
		<u>07/01/2008</u>	<u>NMW</u>	<u>101K</u>
		<del>08/01/2008</del>	<del>NW-NMW</del>	<del>102L</del>

2437	HEAD FIRE DISPATCHER	01/01/2006		83D
		10/01/2006		84J
		08/01/2007		85K
		08/01/2008		86L
		07/01/2007	<u>NN</u>	84J
		08/01/2007	<u>NN</u>	85K
		07/01/2008	<u>NM</u>	85K
		08/01/2008	<u>NM</u>	86L
3784	HEAD FIRE PREVENTION ENGINEER	01/01/2006		95G
		10/01/2006		97A
		08/01/2007		98B
		08/01/2008		99C
		07/01/2007	<u>NN</u>	97A
		08/01/2007	<u>NN</u>	98B
		01/01/2008	<u>NN</u>	100B
		07/01/2008	<u>NM</u>	100B
		08/01/2008	<u>NM</u>	101C

**SECTION 5.** Section 6.28.050 is hereby amended to correct the salaries of the following classes:

ITEM NO.	TITLE	EFFECTIVE DATE	SALARY OR SALARY SCHEDULE AND LEVEL	
4563	DEPY DIR,MD,PUBLIC HEALTH PROGRAMS	01/01/2006	N19	M11
		10/01/2006	N19	M11
		01/01/2008	<del>N19</del> <u>N42</u>	E26
		01/01/2009	<del>N19</del> <u>N42</u>	E26
5489	DEP DIRECTOR,MD,MENTAL HEALTH(UC)	01/01/2006	N19	M08
		10/01/2006	N19	M08
		01/01/2008	<del>N19</del> <u>N42</u>	E24
		01/01/2009	<del>N19</del> <u>N42</u>	E24
5474	PHYSICIAN,MD (NON MEGAFLEX)	01/01/2008	<del>N42</del> <u>N43</u>	D02
		01/01/2009	<del>N42</del> <u>N43</u>	D02
5476	PHYSICIAN SPECIALIST (NON MEGAFLEX)	01/01/2008	<del>N42</del> <u>N43</u>	
		01/01/2009	<del>N42</del> <u>N43</u>	

4737	SUPVG MENTAL HEALTH	01/01/2006	N19	M11
	PSYCHIATRIST	10/01/2006	N19	M11
		01/01/2008	N42	<u>E15</u>
		01/01/2009	N42	<u>E15</u>

**SECTION 6.** Section 6.28.050-25 (Notes to Section 6.28.050) is hereby amended to read as follows:

**6.28.050-25 Notes to Section 6.28.050.**

...

**NOTE 43.** Notwithstanding any other provision of this Title 6, a person employed as a Physician, MD Non-Megaflex (Item No. 5474) and Physician Specialist, Non-Megaflex (Item No. 5476) shall be paid in accordance with the provisions of Part 4 of chapter 6.08 of this title. The rate or rates established by this provision constitute a base rate. A person employed in this position shall not be eligible for Megaflex benefits.

...

**SECTION 7.** Section 6.34.010 (Department of Animal Care and Control) is hereby amended to delete the following class and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
1843A	4	SENIOR DEPARTMENTAL PERSONNEL ASST

**SECTION 8.** Section 6.34.010 (Department of Animal Care and Control) is hereby amended to change the number of ordinance positions for the following class:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
1849A	4 <u>2</u>	SENIOR DEPARTMENTAL PERSONNEL TECH

**SECTION 9.** Section 6.52.010 (Department of Coroner) is hereby amended to add the following class and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
<u>1849A</u>	<u>1</u>	<u>SENIOR DEPARTMENTAL PERSONNEL TECH</u>

**SECTION 10.** Section 6.52.010 (Department of Coroner) is hereby amended to change the number of ordinance positions for the following class:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
0888A	2 <u>1</u>	ADMINISTRATIVE ASSISTANT II

**SECTION 11.** Section 6.53.010 (Department of Children and Family Services) is hereby amended to add the following class and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
<u>1850A</u>	<u>1</u>	<u>HEAD DEPARTMENTAL PERSONNEL TECH</u>



**SECTION 12.** Section 6.53.010 (Department of Children and Family Services) is hereby amended to change the number of ordinance positions for the following classes:

ITEM NO.	NO. OF ORDINANCE POSITIONS		TITLE
1002A	<del>66</del>	<u>63</u>	ADMINISTRATIVE SERVICES MANAGER I
1842A	<del>44</del>	<u>10</u>	DEPARTMENTAL PERSONNEL ASSISTANT
1848A	<del>3</del>	<u>5</u>	DEPARTMENTAL PERSONNEL TECHNICIAN
1843A	<del>5</del>	<u>4</u>	SENIOR DEPARTMENTAL PERSONNEL ASST
1849A	<del>5</del>	<u>7</u>	SENIOR DEPARTMENTAL PERSONNEL TECH

**SECTION 13.** Section 6.55.010 (Child Support Services Department) is hereby amended to change the number of ordinance positions for the following classes:

ITEM NO.	NO. OF ORDINANCE POSITIONS		TITLE
1848A	<del>3</del>	<u>4</u>	DEPARTMENTAL PERSONNEL TECHNICIAN
1843A	<del>2</del>	<u>1</u>	SENIOR DEPARTMENTAL PERSONNEL ASST

**SECTION 14.** Section 6.76.020 (Fire Department – Additional information) is hereby amended to read as follows:

**6.76.020 Additional information.**

...

T. Beginning October 1, 2007, any person employed as a Head Fire Dispatcher (Item No. 2437) shall, if certified as an Emergency Medical Dispatcher, receive a bonus of 22 standard salary levels provided that all of the following conditions have been met:

1. Proof that Emergency Medical Dispatcher Certification has been provided;
2. Proof that continuing education requirements have been met;
3. A rating of "Competent" or higher on the employee's most recent performance evaluation. New hires shall receive the bonus, as long as they maintain a competent level of performance; and
4. The employee is not on plan for improvement as part of an overall Improvement Needed performance evaluation.

U. Beginning October 1, 2007, employees in the classification of Hazardous Material Control Manager, Fire (Item No. 4406) shall receive a bonus of \$2.50 for each hour assigned regularly scheduled standby service during off-duty periods.

**SECTION 15.** Section 6.78.010 (Department of Health Services – Administration)

is hereby amended to add the following class and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS		TITLE
<u>2546A</u>	<u>1</u>		<u>IT TECHNICAL SUPPORT ANALYST II</u>

**SECTION 16.** Section 6.78.010 (Department of Health Services – Administration)

is hereby amended to change the number of ordinance positions for the following class:

ITEM NO.	NO. OF ORDINANCE POSITIONS		TITLE
2590A	2	<u>1</u>	INFORMATION SYSTEMS ANALYST I

**SECTION 17.** Section 6.81.010 (Internal Services Department) is hereby amended to change the number of ordinance positions for the following classes:

ITEM NO.	NO. OF ORDINANCE POSITIONS		TITLE
0888A	9	<u>8</u>	ADMINISTRATIVE ASSISTANT II
1848A	5	<u>7</u>	DEPARTMENTAL PERSONNEL TECHNICIAN
1138A	5	<u>4</u>	INTERMEDIATE CLERK
2214A	<del>22</del>	<u>23</u>	INTERMEDIATE TYPIST-CLERK
1843A	7	<u>6</u>	SENIOR DEPARTMENTAL PERSONNEL ASST

**SECTION 18.** Section 6.86.010 (Department of Mental Health) is hereby amended to change the number of ordinance positions for the following classes:

ITEM NO.	NO. OF ORDINANCE POSITIONS		TITLE
9002A	<del>179</del>	<u>178</u>	MEDICAL CASE WORKER II
4729A	<del>45</del>	<u>44</u>	MENTAL HEALTH ANALYST II
4731A	49	<u>20</u>	MENTAL HEALTH ANALYST III
1843A	5	<u>6</u>	SENIOR DEPARTMENTAL PERSONNEL ASST

**SECTION 19.** Section 6.94.010 (Department of Parks and Recreation) is hereby amended to change the number of ordinance positions for the following classes:

ITEM NO.	NO. OF ORDINANCE POSITIONS		TITLE
1848A	<u>2</u>	<u>3</u>	DEPARTMENTAL PERSONNEL TECHNICIAN
1843A	3	<u>2</u>	SENIOR DEPARTMENTAL PERSONNEL ASST

**SECTION 20.** Section 6.94.020 (Department of Parks and Recreation – Additional information) is hereby amended to read as follows:

**6.94.020 Additional information.**

...

G. Fitness for Life Pay.

1. Beginning October 1, 2006, the pay rate for a person employed in a safety lifeguard classification listed below, shall be increased 12 levels upon successful completion of the Fitness for Life Program as approved by the Board of Supervisors for

represented safety lifeguard employees, provided such person' s performance is rated "Competent" or higher.

Item No.	Title
2959	Lake Aquatics Manager
<u>2960</u>	<u>Chief Lake Lifeguard</u>
...	

**SECTION 21.** Section 6.106.010 (Public Library) is hereby amended to delete the following class and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
8360A	4	<del>CHIEF,PUBLIC SERVICES,LIBRARY</del>

**SECTION 22.** Section 6.106.010 (Public Library) is hereby amended to add the following class and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
<u>8361A</u>	<u>1</u>	<u>ASST DIR,PUBLIC SERVS,LIBRARY(UC)</u>

**SECTION 23.** Section 6.108.010 (Department of Public Social Services) is hereby amended to change the number of ordinance positions for the following classes:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
1002A	-48 <u>47</u>	ADMINISTRATIVE SERVICES MANAGER I
1849A	2 <u>3</u>	SENIOR DEPARTMENTAL PERSONNEL TECH

**SECTION 24.** Section 6.109.010 (Department of Public Works) is hereby amended to change the number of ordinance positions for the following classes:

ITEM NO.	NO. OF ORDINANCE POSITIONS		TITLE
1842A	5	<u>4</u>	DEPARTMENTAL PERSONNEL ASSISTANT
1848A	44	<u>12</u>	DEPARTMENTAL PERSONNEL TECHNICIAN

**SECTION 25.** Section 6.120.010 (Sheriff – Administration) is hereby amended to add the following class and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS		TITLE
<u>1335A</u>	<u>7</u>		<u>ASSISTANT SUPERVISING PAYROLL CLERK</u>

**SECTION 26.** Section 6.120.010 (Sheriff - Administration) is hereby amended to change the number of ordinance positions for the following classes:

ITEM NO.	NO. OF ORDINANCE POSITIONS		TITLE
1331A	4	<u>26</u>	PAYROLL CLERK I
1334A	48	<u>32</u>	PAYROLL CLERK II
1140A	59	<u>13</u>	SENIOR CLERK

**SECTION 27.** Section 6.120.012 (Sheriff – Custody) is hereby amended to delete the following class and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
1004A	4	ADMINISTRATIVE SERVICES MANAGER-III

**SECTION 28.** Section 6.120.012 (Sheriff – Custody) is hereby amended to add the following class and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
<u>0996A</u>	<u>1</u>	<u>ASST DIR,BUREAU OPERATIONS,SHERIFF</u>

**SECTION 29.** Pursuant to Government Code Section 25123(f), this ordinance shall take effect immediately upon final passage except for the following: Section 4 which shall be construed and applied as if they were effective and operative on and after July 1, 2007; Section 20 which shall be construed and applied as if it was effective and operative on and after October 1, 2006; and Sections 1, 2, 5, and 6 which shall be construed and applied as if they were effective and operative on and after January 1, 2008.

\*The Executive Office/Clerk of the Board of Supervisors shall insert the effective date for the salary or salary schedule and level in the space provided for the classification added and the salary changes made to Section 6.28.050 of the County Code.

[RECLASS072008KPCEO]